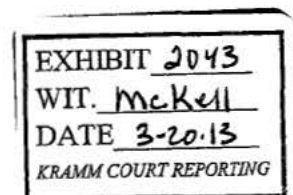
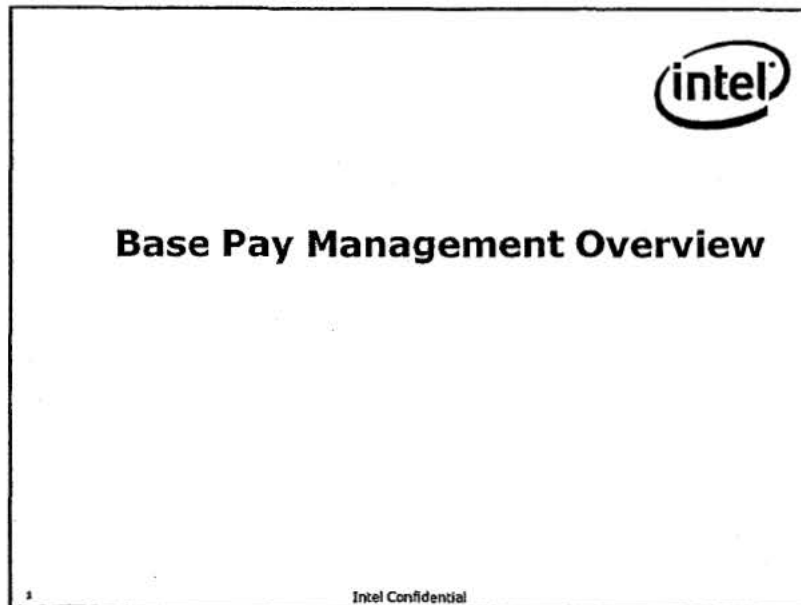


**EXHIBIT 2043 TO  
CISNEROS DECLARATION  
REDACTED VERSION**



1

2043.1

## Base Pay Management: Strategic Objectives

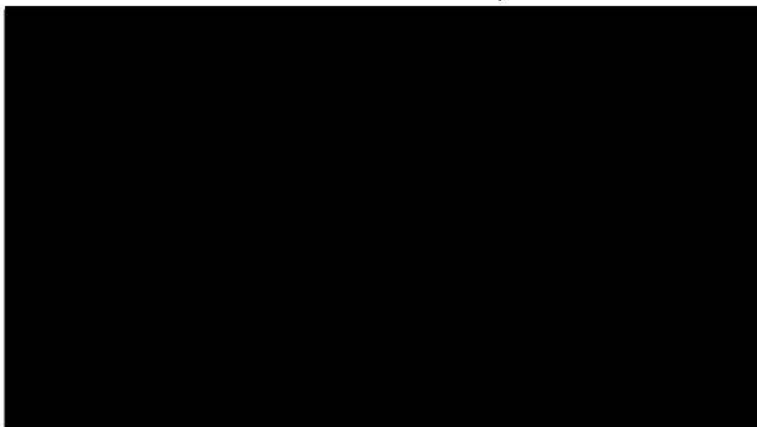
[illegible]

2

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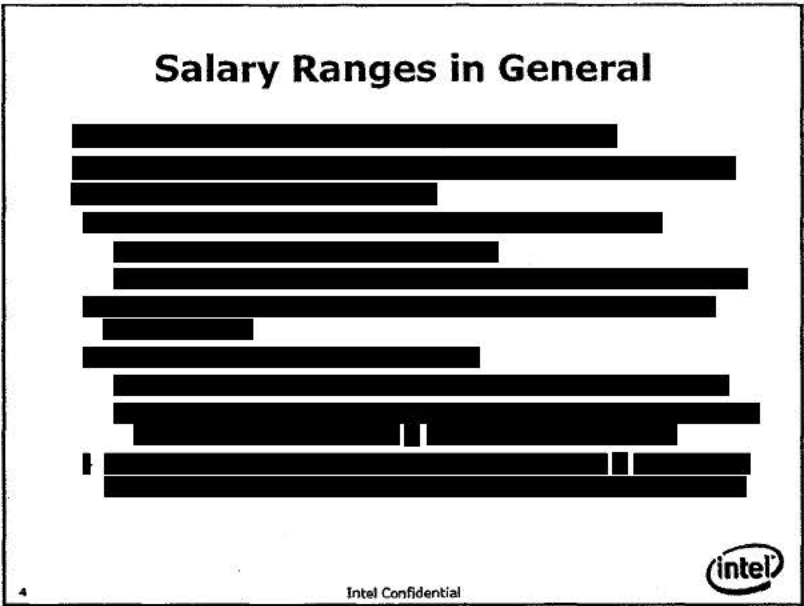
[illegible]

## Base Pay Management Annual Design Process



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[illegible]



[Redacted text block]

### Salary Ranges in General cont'd

[REDACTED]

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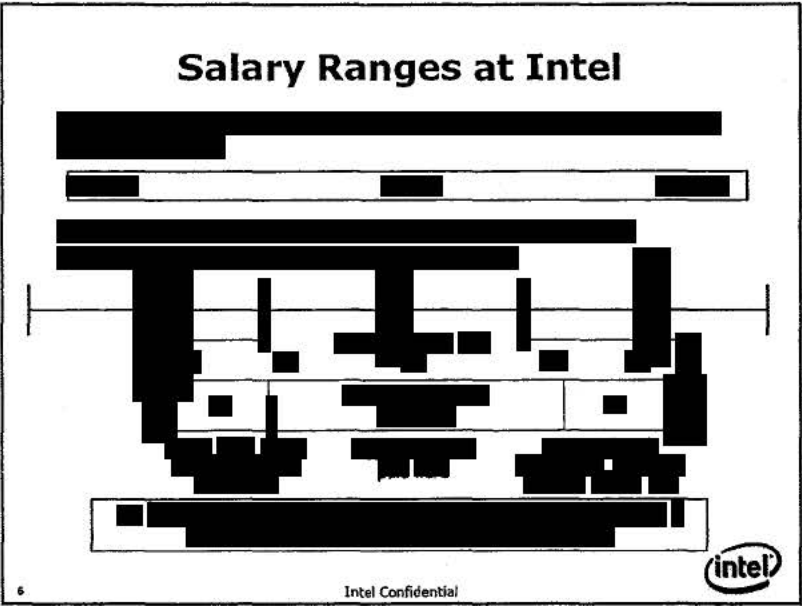
num

5

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[REDACTED]  
 [REDACTED]  
 [REDACTED]  
 [REDACTED]



[REDACTED]

[REDACTED]

2043.6



[Redacted text block]

█

2043.7



## What this means to managers when we implement

[illegible]

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### Other future Focal tool changes under consideration

**We don't have all the answers today ... but we have a vision of the future and will be building plans to make that future a reality**

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**Which scenario is closest to reality?**

<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>	<p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
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## Other Questions

[illegible]

**We don't have all the answers today ... but we have a vision of the future and will be building plans to make that future a reality**

11


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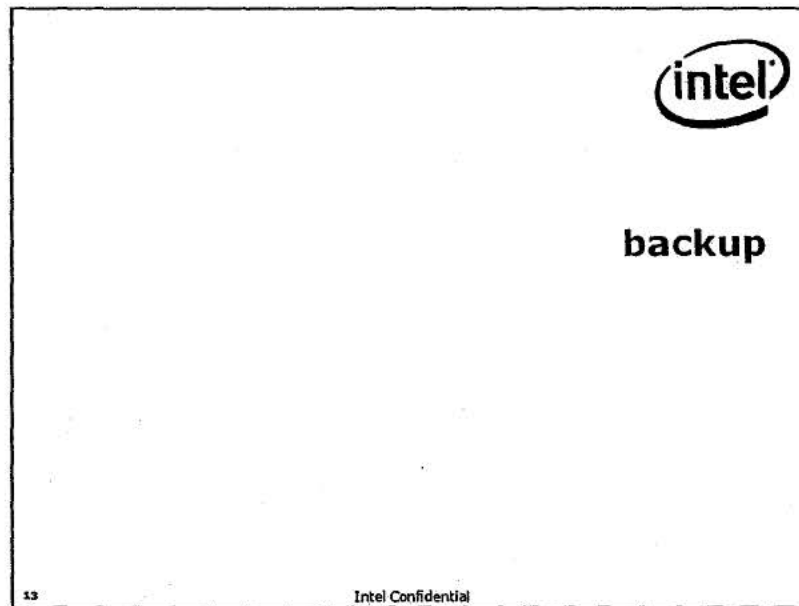


## Intersections

12

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**Pay Lines = Set of Ranges**

[REDACTED]

[REDACTED]

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